



Illinois Education Association-NEA Elgin Office

2230 Point Boulevard, Suite 400

Elgin, IL 60123-9204

847/428-7640 - 800/554-1806 - Fax 847.428.9607

May 10, 2012

DELIVERY VIA FAX AND E-MAIL

Javier Ramirez
Commissioner
FMCS
908 North Elm Street, Suite 203
Hinsdale, IL 60521

Robb Cooper
Attorney
Ottosen, Britz, Kelley, et al
1804 N. Naper Boulevard, Suite 1350
Naperville, IL 60563

Re: Final Offer of the Prairie Grove Teachers Association, IEA-NEA

Dear Mr. Ramirez and Mr. Cooper,

Pursuant to the Association's May 3, 2012, correspondence to the Illinois Educational Labor Relations Board (IELRB) and to you, the Association hereby submits to the Mediator and to the Board of Education of Prairie Grove Consolidated School District 46 its final offer in the matter of negotiations for a successor Agreement between the Association and the Board of Education and a cost summary of that offer. Pursuant to Section 12 of the recently amended Illinois Educational Labor Relations Act, both parties are to submit their final offer to the Mediator, to each other, and to the IELRB by today. Seven (7) days after receipt of the parties' final offers, the IELRB shall then post the offers on its internet website.

I would ask the Board of Education to immediately forward to the Association (and to me) its final offer and cost summary. Please contact me if you have any questions regarding this matter.

Very truly yours,

A handwritten signature in cursive script that reads 'Donna Masterson'. The signature is written in dark ink and is positioned above the printed name and title.

Donna Masterson, UniServ Director
IEA-NEA

Attachment

cc: Lynnette Zimmer, Superintendent, Prairie Grove 46
Vicki Marconi, President, Board of Education, Prairie Grove 46



Illinois Education Association-NEA

Elgin Region Office

2230 Point Boulevard, Suite 400
Elgin, IL 60123-7860
847/428-7640 • 800/554-1806 • Fax 847.428.9607

STATE OF ILLINOIS EDUCATIONAL LABOR RELATIONS BOARD

NOTICE OF FILING AND CERTIFICATE OF SERVICE

The undersigned non-attorney hereby certifies that she caused a copy of the foregoing Prairie Grove Teachers Association, IEA-NEA final offer to be served upon the parties listed below on May 10, 2012 in the following manner:

BY FACSIMILE and Regular First Class Mail

Renee Strickland
Illinois Educational Labor Relations Board
160 N. LaSalle Street – Suite 400
Chicago, IL 60601
Fax: 312-793-3369

BY E-Mail, FACSIMILE, and Regular First Class Mail

Dr. Lynnette Zimmer, Superintendent
Prairie Grove School District 46
3223 IL Route 176
Crystal Lake, IL 60014
Fax: 815-356-0519

Robb Cooper, Attorney
Ottosen, Britz, Kelly, Cooper, Gilbert & DiNolfo, Ltd.
1804 N. Naper Boulevard – Suite 1350
Naperville, IL 60563
Fax: 630-682-0788

Javier Rameriz, Commissioner
Federal Mediation & Conciliation Service
908 N. Elm Street - Suite 203
Hinsdale, IL 60521
Fax: 630-887-7183

BY Regular First Class Mail

Vicki Marconi, President
Board of Education
Prairie Grove School District 46
3223 IL Route 46
Crystal Lake, IL 60014

**Prairie Grove Teachers Association
Posted Final Offer
May, 2012**

The professional educators of the Prairie Grove Teachers Association (PGTA) have been negotiating with the Prairie Grove Board of Education since January 31, 2011. The PGTA entered into early negotiations in hope that a settlement of the parties would be reached prior to the August 25, 2011 expiration date of the 2008 – 2011 Collective Bargaining Agreement. The Prairie Grove Teachers Association bargaining team has engaged in twenty-six (26) sessions, inclusive of mediation and has offered at least fifty (50) dates and times to meet with the Board of Education in an effort to reach an agreement that meets the needs of the school district, students, parents, community members, and professional teachers.

As part of a very high quality school district recognized for its excellence, our goal and mission have been to create conditions of employment that will attract and retain the high quality professionals who will continue to maintain this school district as a model that is second to none. We remain extremely proud that we are part of a community of stakeholders – including school board, parents, teachers, support staff, community leaders and more – that have combined efforts to make this district the best of the best.

In recognition of a challenging economy, we have made significant adjustments to our initial economic proposals – adjustments that modify, trim and rearrange the economic package, all in an effort to bridge the gap between the parties and set up conditions that will lead to a fair successor agreement for all. In fact, our last proposals are such that they would not require the school district to spend its reserves. Further, our economic proposal also allows the district to maintain its healthy fund balances with no tax increase to the community.

Throughout the bargaining process, we have remained steadfast in our commitment to deliver the outstanding instruction that the students deserve. We are proud to have done so.

Furthermore, the PGTA remains open to continuing the bargaining process with the Board of Education and we look forward to setting future dates and times.

With all the above in mind, we share the following proposal.

Before coming to you with this offer, we took the time to review the Board of Education Financial Value sheet that Andy had presented to us in a negotiations session on April 20, 2011.

Value #1 – Maintain a balanced budget where projected expenditures will not exceed projected revenues.

Value#2 – Provide a fair compensation package of salary and benefits that is competitive with area elementary school districts.

Value # 3 – Foster a collaborative relationship between teachers and administrators.

We are excited to present this offer to you as it reflects the Board of Education's stated values, as well as our own. As always, we would welcome the opportunity to have discussion on these topics and answer any questions that you might have.

Sincerely,

The PGTA Negotiating Team

SALARY

The first component is determined as follows:

The CPI calculation is determined as follows: The two CPI's affecting the District's fiscal year are identified. The average of the two CPI's is used in this calculation. The teachers want to assist the district in maintaining their high financial rating, so we are agreeing to set aside 4 months reserves out of the increase in revenue to the district. To that end, the CPI number is multiplied by .67 to determine the net CPI number utilized in the CPI salary increase component of the contract. For example, the average of the 2 CPI's (2.7 and 1.5) for the 2011-12 Salary Schedule would be 2.1. Multiply 2.1 x .67 and you get 1.4. Adding in approximately .2% for the New EAV component, and the raise for this school year would be 1.6%.

In the event that the PTELL language or similar legislation for McHenry County is changed to limit the amount of increase a District can collect if the total EAV goes down in a given year, the following language would come into effect.

If the number for the CPI becomes zero because of the PTELL language or similar legislation for McHenry County, then the zero becomes the CPI component that is used in the above calculation to average with the CPI from the other calendar year affecting the District's fiscal year. If this happens in two consecutive years, we acknowledge that this legislation could result in both CPI's being zero, resulting in the raise to teachers only reflecting the new construction (new EAV) component.

The second component is determined as follows:

- 1. The % of Ed Fund Tax dollars allocated to salaries is determined by dividing total salaries by total Ed Fund expenditures.**
- 2. New EAV is determined and provided to the District by the McHenry County Clerk.**
- 3. New EAV is then multiplied by the current Ed Fund tax rate. This determines new EAV Ed Fund tax dollars.**

4. The percentage determined in the first step is multiplied by the total new EAV Ed Fund tax dollars determined in Step 3.
5. The number determined in Step 4 is then multiplied by .67 (in order to set aside 4 months reserve), this number then becomes the second component dollars that are available for the increase.
6. The addition of the first component dollars and second component dollars is total dollars available for increase.

The salary schedule will be continued in its current format, simply adjusted to reflect the new percentage increases each year.

The \$20,000 from Above and Beyond will be divided by the number of teachers each year, and this amount will be added to each teacher's salary.

There would not be a minimum or maximum percentage increase in salaries.

Expectations of salary offer

1. Administrative salary increases will be determined using the same formula as the PGTA.
BOE Values #1,2,3
2. Administrative benefit increases will be determined using the same formula as the PGTA.
BOE Values #1,2,3
3. Salary and benefit increases for the PGESP will be determined using the same formula as the PGTA after expiration of the current contract.
PGESP has agreed to utilize the methodology in this offer to arrive at their raises in subsequent years.
BOE Values #1,2
4. ~~All existing expenditure increases, besides salary and benefits, will be allocated dollars by utilizing the same formula as stated in the financial requirements #1-4, and the current contract.~~
We fully understand that the District cannot control some expenses, such as electricity, gas and unfunded mandates. However, whenever the expenditures are controllable, we are asking that the district follow this methodology in arriving at increases each year.
BOE Values #1,2,3
5. The current financial management guidelines of the district will be developed into a BOE policy.
BOE Value #1
6. The finance committee will be re-established by PGCS#46.
BOE Values #1,3
7. The school district will decrease the maximum dollar amount levied by up to \$282,000 in year 2 and in year 3 of this contract. This decrease represents the \$282,000 of B & I for the land purchase. Consequently, but not in addition to, the B&I of \$282,000, or the amount of the tax

increase for the land purchase, will be paid for from current reserves. We support this methodology of the tax rate issue, as this balances both the educational needs and financial aspects of the district.

**Already addressed by BOE in resolution approved on November 8, 2011 .
BOE Value #1**

8. The school district will continue to abate the remaining district's B&I in year 2 and year 3 of this contract. The payment for this expense will come from current reserves.

**Already addressed by BOE in resolution approved on November 8, 2011.
BOE Value #1**

9. Any reduced levy or decrease in taxes over and above the \$282,000 as indicated in number 7 in any years of this contract will be required to go thru a referendum, advisory referendum or non-binding referendum.

**Already addressed by BOE in resolution approved on November 8, 2011.
BOE Value #1**

10. The district shall review and re-establish its mission, vision and goal prior to number 9.

**BOE is in process of completing.
BOE Value #3**

11. The district cannot default on any of the above expectations number 1-10. ~~If so, the default option for this contract shall be the previous opportunity that was given at our negotiation meeting for health care. The default option for salary increases shall be 5% in year 1 and 4% in each year 2 & 3 of the contract.~~

We understand that the District has not approved the Administrative pay increases for the 2011-2012 school year. We also realize that often times the Administrative contracts are not finalized and implemented until after the PGTA contract is settled. In keeping with the shared values of the BOE and the PGTA, the average raise for the Administrators would be the same percentage rate as this methodology generates. If the average Administrative raises are higher than this percentage, the PGTA raises would be adjusted to reflect this higher rate. If the average Administrative increase is lower than this percentage, we will negotiate this further based on outstanding health care issues.

The percentage increase must be determined by the methodology in our current contract where it describes replacing salaries of retiring teachers with the lower salaries of new teachers before applying the percentage formula to determine new dollars available.

BOE Values #1,2,3

The reason we wanted to access the PMA model was because we believe that by 2013 there will be enough money in the fund balances to completely pay off either the 2003 bonds or the purchase of the property adjacent to the school. This would prolong the tax savings to the taxpayer. We certainly do not want to tell the taxpayers we have permanently lowered their tax rate by \$.10, only to have to start charging a Bond and Interest tax rate of between \$.10 and \$.35 depending on the year. This action would go right along with the Resolution approved by the

BOE on November 8, 2011, but the only way for us to be sure whether or not this would be a possibility would be to input our data into the PMA model.

EXTRA DUTY

In the BOE's response to PGTA Proposal from 2/10/12 it was stated:

"The Choir position was approved for ONE year ONLY and neither the Choir nor Assistant Athletic Director were ever 'added to the new contract to formalize the agreement'. The contract has never included language about an Assistant Athletic Director or Choir. When the Assistant Athletic Director and Choir were first created, they were part of the school day. Now they have been moved to outside the school day. These positions have not been a direct percentage of the base pay."

PGTA response:

While the BOE ended up choosing to approve the Choir as a one year only position, this is not the way it was negotiated between the Administration and PGTA Leadership. The dollar amount was indeed based on a percentage of the base, but then transferred to a dollar amount in keeping with the method of listing extra duty stipends that we had already informally agreed to in negotiations.

The Assistant Athletic Director position was offered to one of our members at the rate of \$4,000 annually, in September of 2010. This teacher felt the work involved in this extra duty was better equated to the time commitment/compensation of Basketball at the 6th year pay rate. This was then discussed and negotiated with the Administration and this position is currently being paid at that percentage of the base salary. Since this is how the position has already been negotiated and worked successfully for two years, PGTA is proposing that this stipend rate continue as established.

The choir position has different expectations than were originally negotiated, so we accept the \$2,000 stipend for this position.

The BOE's comments on Track Coaches:

"The BOE has no interest in increasing the number of Track coaches since it has great difficulty filling the current three positions. These positions often remain unfilled or filled by subs."

PGTA's response:

We have a great interest in the safety of our students and in doing our part to maintain a fiscally sound District. To that end, we are proposing that the number of Track Coaches be determined by the number of track participants. We are proposing that there be one coach for every 20 students in the sport. It is our belief that the extra-curricular fee will support this ideology as all

students who participate in track pay a \$79 fee. $79 \times 20 = \$1580$, which would cover the cost of a coach. This way the District is not committed to paying coaches if the numbers are low, but we are ensuring that there will be enough supervision to provide a safe experience for our students. In turn, PGTA anticipates that more teachers will be interested in coaching this sport if the conditions are more conducive to a safe and successful learning experience for the students.

The BOE's comments on the JH Play

The BOE has no interest in . . . increasing the number of sponsors for the JH Play.

PGTA's response:

While the BOE's language on their cover sheet indicates that they do not want to increase the number of stipends for the JH Play, the numbers and information on the chart that was included reflect a bolded 2 in the number of Staff, and we are in agreement that this is in the best interest of our students and staff. Due to the fact that more than 40 students are involved in this activity, there are many tasks to be supervised and the two sponsors put in many, many hours on the play, it is appropriate to have two stipends for this Extra Duty.

The BOE's comments on Team Leader:

Team leader money will be distributed equally among all team positions. Junior High team leaders will receive the same amount as Elementary team leaders.

PGTA's response:

While we appreciate the additional approximately \$3900 that the BOE is willing to add to the Extra Duty costs, PGTA recognizes that there is a significant difference in the work load expectations of a JH Team Leader that holds 44 minute meetings with their team daily, and the other Team Leaders who are meeting approximately 40 minutes per week with their teams.

PGTA is proposing that the additional money that the BOE has already offered on the table be used as follows:

**\$1600 – Girls on the Run, 4 sponsors (2 –JH, 2 – Elem)
\$500 – Scholastic Bowl – one sponsor, open to JH students
\$400 – total additional to Art Show, split evenly between two teachers
\$200 – Read to Succeed Coordinator, one position**

+1200 that would enable the District to fund our proposed increases for each Extra Duty position that would be tied into our Salary Formula described above.

RETIREMENT

Retirement Rationale:

- Worked w/District last contract to ensure a sustainable retirement enhancement plan.
- Do not have 6% increase in salary last 2-4 years as many districts do, so there is no long term effect on our pension or the corresponding obligation to taxpayers.
- Language does not require District to pay enhancement if an individual's retirement results in the District incurring a penalty. Have not seen this in other contracts.
- Salary of retiring teachers can be easily over \$60,000, for some it is close to or above \$100,000, so immediate and recurring savings to the District is significant, even if the teacher is replaced. PMA and an article in Northwest Herald both indicated that retiring teachers would not be replaced due to declining enrollment. Consequently, the (at most) \$18,000 is a one time payment allowing for a savings of between \$40,000-\$80,000 the first year, and \$60,000-\$100,000 each year thereafter.
- Retaining the Retirement Enhancement in the contract is a great incentive for teachers to retire. The first year is arguably the one that teachers are most concerned about adjusting to financially, so the retirement enhancement allows them to bridge the gap between their previous full salary and their new pension amount and have the courage to go ahead and retire.

Current
4.5

Retirement

1. Qualifications and Limitations

To be eligible for the retirement benefits set forth herein, a teacher must meet the following requirements:

- a. A teacher must be eligible to and actually retire into the Illinois Teacher Retirement System within six (6) months of the last day of teaching for Prairie Grove District 46.
- b. A teacher must have completed five (5) years of service in District 46, and twenty (20) or more years of creditable service in the State of Illinois Teacher Retirement System as a teacher and be at least 55 years of age at the time of retirement.
- c. A teacher must submit an irrevocable letter of intent to retire between January 1 and February 1 of the school year preceding the school year at the end of which the teacher will retire. (For example, a teacher wishing to retire at the end of the 2009/2010 school year must submit written irrevocable notice of intent to retire no later than February 1, 2009). Except that: a teacher who is otherwise eligible and who desires

to retire at the end of the 2008/2009 school year, may access the benefits of this section by providing written irrevocable notice of intent to retire to the Board of Education by November 1, 2008.

- d. A teacher may rescind his or her irrevocable notice of intent to retire only with the written consent of the Board of Education and the Board's decision to allow such a rescission is non-precedential in nature. The benefits under this program may not be combined with any other retirement benefits or programs of the District. Teachers who have applied for or receive benefits under any other Collective Bargaining Agreement retirement program (including Article 4.5 of the 2005-2008 Collective Bargaining Agreement) are not eligible to apply for or to receive benefits under this program.
- e. A teacher must retire without any retirement penalty being paid or owed by the District under such programs as the Early Retirement Option (ERO). Teachers must be eligible to, and in fact, retire without any penalty, payment, or lump sum contribution by the Board to any pension system, including but not limited to, the Illinois Teacher Retirement System.

2. Benefits

a. Post-Retirement; Lump-Sum Bonus

For teachers who meet all the qualifications described in Section 1 a-e above, the Board shall pay a maximum sum of \$12,000.00 in the form of a lump-sum, post-retirement bonus to be calculated as set forth in Section 5 below. The parties intend that this lump-sum, retirement bonus not constitute creditable earnings under the Illinois Teachers Retirement System and the bonus is not due or payable to the teacher until between thirty (30) and sixty (60) days after the teacher's last day of work or after the teacher's receipt of his or her final paycheck, whichever date is later.

b. Retiree Insurance

For teachers who meet the qualifications described in Section 1 a-d above, the Board will pay a maximum of \$2,000.00 annually to be applied to the retiree's insurance premium payments until the teacher reaches age 65. This \$2,000.00 annual payment will not be due or owing in the first fiscal year immediately after the teacher's retirement, if the teacher is receiving the post-retirement bonus. The death of the teacher will terminate the Board's obligation.

3. Discontinuation of the Program

Notwithstanding any of the foregoing provisions, the Board reserves the right to terminate the retirement program at any time with respect to persons who are not participating in the retirement program in the school year in which the termination becomes effective. Teachers, who during the school year have been approved for the program, shall be allowed to

continue despite the termination of the program with respect to all other teachers.

4. Limits of Participation

Participation in this Retirement program may be limited by the Board to no more than 10% of certified staff in any building in any school year. Calculations resulting in a fractional number of .5 or greater will be rounded up to the next largest whole number. (For example, if there were 46 teachers in a building, the limit would be 4.6 teacher/retirees which in turn would be rounded up to a 5 teacher/retiree limit). If the Board limits the number of participants, priority shall be based upon earliest notification, then seniority in District 46, and then overall creditable years of service with the Illinois Teacher Retirement System.

5. Calculation of Lump-Sum Bonus

Notwithstanding any other provision of this Collective Bargaining Agreement, teachers who are within four years of eligibility for TRS retirement may not undertake any extracurricular assignments, duties, additional responsibilities or activities, if in so doing, the teacher's creditable earnings could result in an increase in creditable earnings of more than 6% over the prior year's earnings and thus could result in the Board being required to make a penalty payment to TRS. Teachers within four years of eligibility for TRS retirement may change lanes and move vertically on the salary schedule but all teachers' post-retirement bonuses described in Section 2a. will be calculated as described below.

A teacher who meets all the contractual eligibility criteria set forth in Section 2a. who retires without any additional TRS contribution due for exceeding the 6% increase in creditable earnings in the final four (4) years of service (6% cap) used for determining the teacher's retirement annuity (the retirement window) will receive a twelve thousand dollar (\$12,000.00) post-retirement, lump-sum bonus. Where a teacher's creditable earnings in the retirement window exceed 6% and an additional contribution is due, the \$12,000.00 amount will be reduced by the amount of such additional contribution. In such cases the post-retirement, lump-sum bonus will not be due until after the amount of the additional contribution has been confirmed by the TRS.

Teachers who retire during this contract will not have their post retirement bonuses reduced by the amount of any TRS contribution due for exceeding the 6 % salary increase in years prior to the effective date of this contract.

6. Change in the Law

In the event that legislation changes in the retirement statutes, the Board and the PGTA shall meet to bargain the impact of such changes.

Proposed:

4.5 Retirement

1. Qualifications and Limitations

To be eligible for the retirement benefits set forth herein, a teacher must meet the following requirements:

- a. A teacher must be eligible to and actually retire into the Illinois Teacher Retirement System within six (6) months of the last day of teaching for Prairie Grove District 46.
- b. A teacher must have completed **ten (10)** years of service in District 46, and twenty (20) or more years of creditable service in the State of Illinois Teacher Retirement System as a teacher and be at least 55 years of age at the time of retirement.
- c. A teacher must submit an irrevocable letter of intent to retire according to the schedule in 2a below.
- d. A teacher may rescind his or her irrevocable **Letter of Intent** to retire only with the written consent of the Board of Education and the Board's decision to allow such a rescission is non-precedential in nature. The benefits under this program may not be combined with any other retirement benefits or programs of the District. Teachers who have applied for or receive benefits under any other Collective Bargaining Agreement retirement program (including Article 4.5 of the **2008-2011** Collective Bargaining Agreement.
- e. A teacher must retire without any retirement penalty being paid or owed by the District under such programs as the Early Retirement Option (ERO, MERO). Teachers must be eligible to, and in fact, retire without any penalty, payment, or lump sum contribution by the Board to any pension system, including but not limited to, the Illinois Teacher Retirement System.

2. Benefits

a. Retirement Enhancement

For teachers who meet all the qualifications described in Section 1 a-e above, the Board shall **make available a retirement enhancement per the following schedule:**

1. **If notice is given a minimum of twenty-eight (28) months in advance of the intended retirement date, the Board shall make available a retirement enhancement of \$18,000**
2. **If notice is given a minimum of eighteen (18) months in advance of the intended retirement date, the Board shall make available a retirement enhancement of \$15,000**
3. **If notice is given a minimum of twelve (12) months in advance of the intended retirement date, the Board shall make available a retirement enhancement of \$12,000**

The parties intend that this lump-sum, retirement enhancement not constitute creditable earnings under the Illinois Teachers Retirement System and the bonus is not due or payable to the teacher until between thirty (30) and sixty (60) days after the teacher's last day of work or after the teacher's receipt of his/her final paycheck, whichever date is later.

b. Retiree Insurance

For teachers who meet the qualifications described in Section 1 a-e above, the Board will pay up to a maximum of \$2,000 annually to be applied to the retiree's insurance premium payments until the teacher reaches age 65. The 2,000.00 annual payment will be in the form of reimbursement to the retired teacher. The Board will not make direct payments to any insurance company or to the Illinois Teacher Retirement System and not be due or owing in the first fiscal year immediately after the teacher's retirement, if the teacher is receiving the post-retirement **enhancement**. The death of the teacher will terminate the Board's obligation.

3. Discontinuation of the Program

Notwithstanding any of the foregoing provisions, the Board reserves the right to terminate the retirement program at any time with respect to persons who are not participating in the retirement program in the school year in which the termination becomes effective. Teachers, who during the school year have been approved for the program, shall be allowed to continue despite the termination of the program with respect to all other teachers.

4. Limits of Participation

Participation in this Retirement program may be limited by the Board to no more than 10% of certified staff in any building in any school year. Calculations resulting in a fractional number of 0.5 or greater will be rounded up to the next largest whole number. (For example, if there were 46 teachers in a building, the limit would be 4.6 teacher/retirees which in turn would be rounded up to a 5 teacher/retiree limit). If the Board limits the number of participants, priority shall be based upon earliest notification, then seniority in District 46, then overall creditable years of service with the Illinois Teacher Retirement System

5. Calculation of Post-Retirement Enhancement

Notwithstanding any other provision of this Collective Bargaining Agreement, teachers who are within four years of eligibility for TRS retirement may not undertake any extracurricular assignments, duties, additional responsibilities or activities, if in so doing, the teacher's creditable earnings could result in an increase in creditable earnings of more than 6% over the prior year's earnings and thus could result in the Board being required to make a penalty payment to TRS. Teachers within four years of eligibility; for TRS retirement may change lanes and move vertically on the salary schedule but all teachers' post-retirement **enhancements** described in Section 2a. will be calculated as described below.

A teacher who meets all the contractual eligibility criteria set forth in Section 2a. who retires without any additional TRS contribution due for exceeding the 6% increase in creditable earnings in the final four (4) years of service (6% cap) used for determining the teacher's retirement annuity (the retirement window) will receive a Retirement **Enhancement** based on aforementioned schedule. Where a teacher's creditable earnings in the retirement window exceed 6% and an additional contribution is due, the Retirement **Enhancement** amount will be reduced by the amount of such additional contribution. In such cases the post retirement, lump-sum **enhancement** will not be due until after the amount of the additional contribution has been confirmed by the TRS.

6. Change in the Law

In the event that legislation changes in the retirement statutes, the Board and the PGTA shall meet to bargain the impact of such changes.

INSURANCE